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## The Strategic Planning Process at the National Agricultural Library

by Janice C. Kemp, Ph.D., Chair, Study Group, Phase I, Strategic Planning Process  
and Assistant to the Associate Director for Public Services

*Mission*

*The National  
Agricultural  
Library*

*Values*

*Vision*

*...ensuring and enhancing access  
to agricultural information for a  
better quality of life*

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In February, 1993 the National Agricultural Library initiated a strategic planning process to provide a framework for moving into the next century. Faced with the impending retirement of the Director, Joseph Howard, the reorganization of USDA, efforts to reinvent government, and rapid changes in information technology, NAL's senior management recognized the need to develop a shared vision and plan for how to achieve that vision.

Susan Jurow, Director of the Office of Management Services, Association of Research Libraries, worked with NAL's senior management as it planned for this effort and has been a consultant to the library throughout the process. Ms. Jurow has served as a consultant to many academic and research libraries undergoing strategic planning processes.

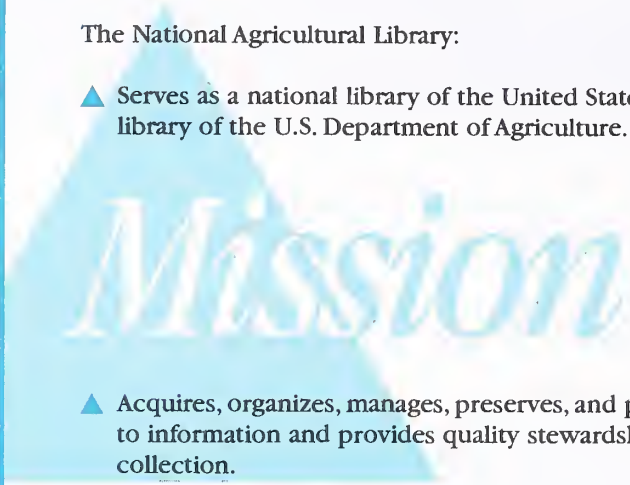
The process began with an all-staff meeting in which Ms. Jurow emphasized that strategic planning has the potential to transform organizations in two ways: by the products and by the very nature of the process itself. She also introduced us to the concept of paradigms, or mental models, and the idea that strategic planning might involve significant paradigm shifts in the organization. The strategic planning effort that followed this meeting has caused us to challenge our paradigms about the library, how it functions, and what future we choose.

After the initial meeting, 35 staff from all parts of the library, including technicians, support staff,

The illustrations on pages 1 through 4 are taken from *The National Agricultural Library Mission, Values, Vision* brochure. On page one are the front and back cover panels. On page 2 is the panel containing the complete text of the library's revised "Mission" statement. The panels on pages 3 and 4 contain the complete texts of the library's new "Values" and "Vision" statements.

### **The National Agricultural Library ensures and enhances access to agricultural information for a better quality of life.**

The National Agricultural Library:

- 
- ▲ Serves as a national library of the United States and as the library of the U.S. Department of Agriculture.
  - ▲ Acquires, organizes, manages, preserves, and provides access to information and provides quality stewardship of its unique collection.
  - ▲ Assists, trains, and educates people based on assessment of their information needs.
  - ▲ Provides leadership in information management.
  - ▲ Maximizes access to information through collaborative efforts and utilization of technology.
  - ▲ Enhances global cooperation through international exchange of information and the provision of services and technical assistance.

professional staff, middle management, and NAL's senior management met for a "retreat" designed to model the first two phases of strategic planning. A variety of interactive processes were used to revisit the history of the library, identify internal strengths and weaknesses and external opportunities and threats, and to visualize what NAL might become in 5 to 10 years. A preliminary vision statement was drafted, and the group identified potential areas in which to concentrate action planning.

One of the outcomes of that retreat was a fundamental paradigm shift in how the planning

process would be conducted. Participants voiced strong interest in being integrally involved in the management of the process. After the retreat, NAL's senior management established a new steering team, the Study Group, which guided the rest of the first phase of strategic planning in consultation with senior management and Susan Jurow. The Study Group, and all other working groups to date, have been broadly representational of different structural units and levels of staff.

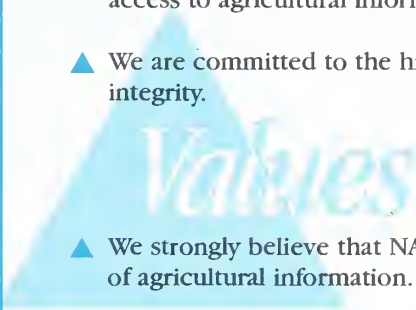
The Study Group's first task was to establish the first working groups. More than 90 staff volunteered for the 44 openings on the Vision, History, In-

ternal Situation, External Situation, and Communications Work Groups.

The Communications Work Group supported the work of all the other groups by assuring information flow throughout the first phase of the process. The History Work Group evaluated key trends in the library's development to date. The Internal Situation and External Situation Work Groups prepared environmental assessments that identified our strengths and weaknesses as an organization and the opportunities and threats in our external environment. These evaluations and the thinking that produced them have been used throughout the rest of this phase and have been critical to the development of the library's new values statements, the revised mission statement, and our conceptualization of the organization's vision. They also provided significant input to the second phase of strategic planning and will be consulted throughout the remainder of the process.

The Vision Work Group developed four scenarios of alternate futures as discussion points to initiate the visioning process. In a series of discussions facilitated by Study Group members and through email interactions, more than 90 NAL staff and 40 NAL customers reacted to these scenarios. The Vision Work group digested all this data—no minor task in itself—and drafted a vision statement for NAL.

Clearly the process has been evolutionary. After evaluating the reports of the History, Internal Situation, and External Situation work groups and the draft vision statement, the Study Group realized that something was missing—that we needed to rethink the process, the timeline, the products. A key article\* that guided us at this point helped us to realize that it was necessary to articulate NAL's values before finalizing our vision. This was a crucial component that we had not included in our early plans. \*[Collins, James C., and Jerry I. Porras, "Organizational Vision and Visionary Organizations," *California Management Review*, Fall 1991, pp. 30-50.]

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- ▲ We value NAL's collection as a national treasure and strive to build and preserve it and make it accessible.
  - ▲ We believe that universal access to information is critical to the continued development of agriculture.
  - ▲ We are dedicated to making optimal use of our resources and encourage innovation and resourcefulness to improve products and services.
  - ▲ We strive to provide excellent service.
  - ▲ We believe we have a special responsibility to provide leadership to the library and information communities.
  - ▲ We value working cooperatively with others to enhance access to agricultural information.
  - ▲ We are committed to the highest standards of ethics and integrity.
  - ▲ We strongly believe that NAL must be an unbiased source of agricultural information.
  - ▲ We believe that each employee is valuable and NAL is strengthened by the diversity of its staff.
  - ▲ We promote open communication and cooperation throughout the organization.
  - ▲ We encourage and support staff participation in planning and improving library programs.
  - ▲ We believe that staff development is critical to accomplishing our mission.

The Study Group initiated staff discussions about core values and beliefs and revisited the scenarios discussions, the reports, and other work of the process to develop possible values statements. These efforts generated 162 statements written by the Study Group and many volunteers. With the help of some of these volunteers, we clustered similar statements, and then captured each key cluster of statements in a single, fundamental value statement. After much refinement a list of 14 core values statements emerged.

At this point the Study Group sought feedback from staff to determine whether these statements were valid expressions of our most fundamental values and beliefs. More than a hundred staff answered the questionnaire that was circulated in January, 1994. Given a choice between "like," "dislike," and "like, but...", staff chose "like" for 86% of the 1428 individual responses. All statements were "liked" by at least 78% of the staff responding. Staff also made thoughtful comments that served as the basis for

The National Agricultural Library leads in the information revolution by forging partnerships and exploring new methods and technologies that advance open and democratic

# Vision

access to information. As a dynamic, efficient, and effective organization, we are dedicated to the delivery of information to customers worldwide. The staff sets and maintains the highest standards of excellence in information services. As keepers of our Nation's agricultural legacy, we preserve and protect information for future generations.

We are a multicultural and diverse organization. Decision-making and accountability are shared, creating an environment that is vital, challenging, rewarding, and enjoyable. Our work makes a difference—it enriches the lives of people everywhere.

further refinements that produced the final statements. [See the boxes on pages 2 through 4 for texts.]

In February, 1994 a 2-day focus group retreat was held to crystallize thoughts on the mission statement and further develop the vision. Susan Skalski of the Forest Service facilitated the work of the fifteen people representing the Study Group, each of the Working Groups, and senior management. Using group process methods developed by the Institute for Cultural Affairs, the focus group identified key

elements of the mission and vision statements. That retreat resulted in another paradigm shift for those involved: they learned how a concentrated period of time set aside, with advance planning, and conducted by a facilitator using appropriate methods could enable a group to achieve significant breakthroughs on tough issues in a short period of time.

After the focus group retreat, mission and vision statements were crafted, reviewed, rewritten, subjected to staff scrutiny and suggestions for

modification, and then finalized.

The first phase of strategic planning was officially closed in September, 1994, with an all-staff celebration. During this celebration the final mission, vision, and values statements were presented to staff in the form of wall hangings to be placed around the library and individual brochures. Pamela Q. J. André, then Acting Director of NAL, announced that the second phase of the strategic planning process would focus on identifying potential key result areas (KRAs). These are the critical, high-leverage areas in which to focus planning efforts and resources in order to advance toward our desired vision.

The KRA Team reviewed the work of the first phase and conducted open staff meetings as background for its thinking. At the time of this writing, the recommendations of the KRA Team have been forwarded to senior management. The KRA team, Branch Heads, and senior management will finalize the Key Result Areas in a facilitated retreat. Phase III will focus on the development of action plans in these areas.

The first two phases of strategic planning have demonstrated the transformational power of the process alluded to by Susan Jurow in the kick-off meeting. NAL is in the early stages of moving from a hierarchical decision-making structure to one that is more team based. Strategic planning was the first broad-based, participatory project initiated by the library. Participation has taken many forms. Library staff have transcribed flip chart pages, prepared fliers, written reports, developed values statements, and thought deeply about who we are, why we are here, and who we want to be in the future. Many discussions, meetings, and focus groups have been integral to the process. More than 80% of NAL staff have participated in some way during Phases I and II. We have learned that becoming a more participatory organization is hard work that takes much effort and requires us to learn new behaviors, methodologies, and skills.



photo: J. Swab

The central part of a three-panel exhibit showing the work flow and interrelationships of processes in the first phase of NAL's strategic planning program that resulted in the revised "Mission" and new "Values" and "Vision" statements.

The purpose of these first two phases of strategic planning was to lay the foundation for action planning, not to do the planning itself. NAL staff developed a deeper sense of self by evaluating our history, restating our mission, and, for this first time, articulating our core values and beliefs. We also became more aware of our strengths and weaknesses as an organization and the opportunities and threats in our larger environment. This foundation is a snapshot of NAL in the present. Our vision paints a picture, in very broad brushstrokes, of the NAL we want to become. We have answered two fundamental questions of strategic planning, "Where are we now?" and "Where do we want to go?" With the pending completion of the second phase of strategic planning, we will be poised to answer the third key question addressed by strategic planning. It is, "How do we get there?"

#### **Participants in the Teams and Work Groups of the First Two Phases of the National Agricultural Library Strategic Planning Process**

##### **Study Group**

Janice Kemp, Chair  
Peggy Beavers  
Mary Lou Behrens  
Kathleen Dougherty  
Caroline Early  
Bill Feidt  
Robyn Frank  
Vickie Pessagno  
Mary Silva  
John Stetka

Pam André (ex-officio)  
Maria Pisa (ex-officio)  
Keith Russell (ex-officio)  
Marlene Taylor (ex-officio)

##### **Vision Work Group**

Janet Wright, Chair  
Sandra Boone  
Karl Debus  
Shirley Edwards  
John Kane  
Stan Kosecki  
Gary McCone  
Karl Schneider

##### **History Work Group**

Idalia Acosta, Chair  
Patricia Brewer  
Marianne Davies  
John Forbes  
Al Fusonie  
Susan Wilzer  
Don Yeldell

##### **Internal Situation Work Group**

Win Gelenter, Chair  
Tim Allen  
Susan Fugate  
Gretchen Kaminski  
Les Kulp  
Susan McCarthy  
Pamela Mason  
Gloria Pugh

##### **External Situation Work Group**

Kate Hayes, Chair  
D'Anna Berry  
Paul DeAnna  
Mac Clark  
Veronica Lefebvre  
Eileen McVey  
Joe Makuch  
Deana Parks  
Anita Speight  
Ed Warnick

##### **Communications Work Group**

Robyn Frank, Chair  
Pat Dillon  
Jane Gates  
Diana Lemon  
Susan Louthan  
Brian Norris  
Alvetta Pindell  
Jannette Shuford-Hall  
Lynn Stanko  
Tanya Tanner  
Ron Young  
Joanne Meil, Resource Person

##### **Key Result Area Team**

Shirley Edwards, Chair  
Sandra Boone  
Karl Debus  
Robyn Frank  
Jane Gates  
Susan Wilzer

In addition there were numerous sub, ad hoc, focus, and volunteer groups involved in various segments of phase one of the strategic planning process. The library thanks all of the participants.



Janice Kemp



Vickie Pessagno



Karl Schneider



Robyn Frank



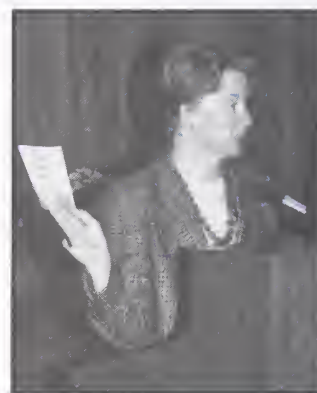
Susan Louthan



Kathleen Dougherty



Janet Wright

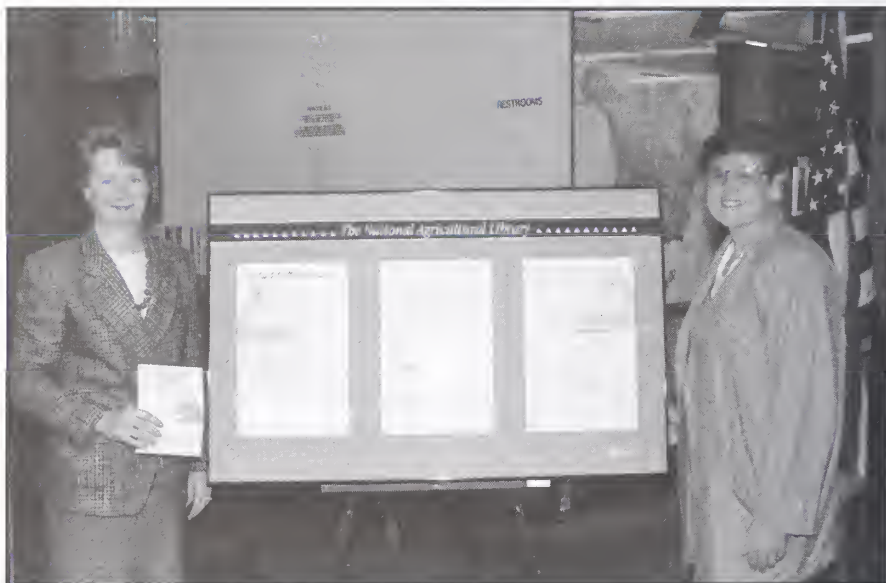


Pamela André

### Strategic Planning Ceremony

photos: J. Swab

On September 20, 1994, the National Agricultural Library held a ceremony to present the library's revised "Mission" statement and new "Values" and "Vision" statements to the staff. Brochures containing the statements had been prepared and printed (see reproductions of the brochure panels on the first 4 pages of this article) and were distributed to the staff at the library-wide meeting in the main reading room. Participants of the phase one process, representing all levels of the library staff, spoke at the meeting, discussing the various processes and introducing the three statements (see speakers photos above). Pamela Q.J. André, NAL's new Director (then acting director), received the finished statements for the library, and she and Janice Kemp, coordinator of the Phase 1 process, unveiled a framed panel showing the three statements. A celebration with refreshments followed.



Pamela André and Janice Kemp present the framed panel containing the texts of the Mission, Values, and Vision statements that they have just unveiled.

## NAL Merges with Agricultural Research Service

On December 1, 1994, the National Agricultural Library merged into USDA's Agricultural Research Service as a part of the total reorganization of the U.S. Department of Agriculture, approved by Congress and signed by the President in October 1994. With the merger, NAL remains a national library and retains its organizational identity. Within the Agricultural Research Service, the NAL Director, Pamela André, reports to the ARS Administrator, R. Dean Plowman, and participates in the ARS Administrator's Council. In the USDA reorganization, ARS is part of the Research, Education and Economics Service, headed currently (at the time of this writing) by the acting Under Secretary, Floyd Horn.

NAL is currently in the process of transition. Education and restructuring are parts of transition development:

ARS and NAL have been engaged over the last several months in a series of reciprocal briefings. The directors of several ARS regions, institutes, program staffs, and local operations have visited NAL to brief staff on the structures, mission, and operations of their organizations within ARS. NAL staff have also been briefing senior managers in ARS about the library, and its complex operations, its extensive relationships with national and international library and agricultural information communities, and its current and potential role in the global electronic information age. This has been a real education for the staff of both NAL and ARS, for although NAL staff have been aware of much of the work of ARS through the provision of services over the years, it has not been familiar with much of the ARS internal operation, and ARS staff have had limited

knowledge of the scope and complexity of NAL's work and operations.

Another facet of the transition involves restructuring and downsizing. A new deputy director position has been created and is in the process of being filled. Also being filled are the Associate Director positions for Automation and Technical Services. Downsizing for NAL will mean a reduction of total staff by 7%, a loss of 15 FTE positions between 1995 and 1999. Most of this reduction will be accomplished by attrition and internal reorganization of the library staff. In addition, administrative and financial services, as well as public affairs functions will be integrated with related ARS units for reporting purposes while continuing to support the NAL programs.

(Continued on the following page)



photo: J. Swab

Dr. Arthur L. Schipper, Acting Area Director, Mid-South Area, ARS, briefed NAL staff on the locations, structure, numerous research programs, and activities of the Mid-South Area.



photo: J. Swab

Dr. Joseph T. Spence, Director, Beltsville Human Nutrition Research Center, discussed the Center's multi-faceted research programs and activities with the NAL staff.



photo: J. Swab

Dr. Edward B. Knipling, National Program Staff Deputy Administrator, ARS, briefed NAL staff about ARS internal structure and the various national programs of ARS.

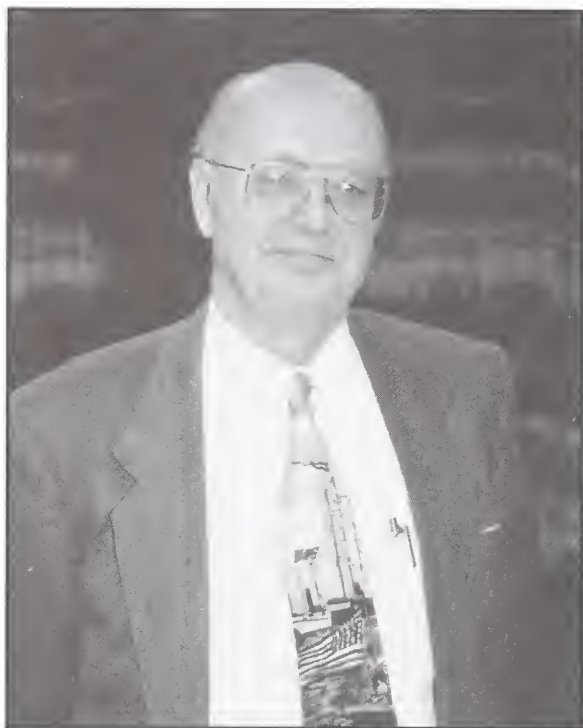


photo: J. Swab

Dr. Richard S. Soper, Assistant Administrator, International Research Programs, ARS, spoke to NAL Staff about ARS laboratories in foreign countries and ARS cooperation with agricultural research organizations in other nations.



photo: J. Swab

Dr. H. L. Rothbart, Area Director, North Atlantic Area, ARS, presents an ARS hat to Pamela André, NAL Director, before briefing NAL staff on the structure, numerous research programs, and other activities of the ARS North Atlantic Area. All of these briefings were part of the ARS/NAL merger transition.

**I**n the "Director's Message" in the forthcoming NAL *Annual Report for 1994*, Pamela André, referring to the NAL/ARS merger, states:

**T**hroughout NAL's 125-year existence, serving USDA scientists and researchers has been a primary focus for the library. We have always considered ourselves a close partner with ARS. As a unit within ARS, NAL will continue to provide the very best service to USDA scientists while meeting our responsibilities to the agricultural community throughout the nation, and the world as well.



photo: J. Swab

Soon after the ARS/NAL merger officially took place in December, Dr. R. Dean Plowman, ARS Administrator, visited NAL and welcomed library staff to ARS. His briefing on the state of ARS and its future initiated the ARS/NAL transition briefings. Pamela André, NAL Director, and Dr. Essex E. Finney, Associate Administrator, ARS, participated in the briefing. A framed panel of the new mission, values, and vision statements was also unveiled.



## USAIN Meeting Minutes February 3, 1995

The United States Agricultural Information Network held its traditional meeting in conjunction with the ALA Midwinter meeting in Philadelphia on February 3, 1995. USAIN President, Cynthia Via, welcomed members present and introduced this year's Board members and the NAL Liaison.

The Treasurer's report was submitted in advance by Beverlee French, Secretary/Treasurer, and was read by Ms. Via. For the period June 15, 1994, through January 15, 1995, the balance and the receipts of the organization were \$38,315.24 and the expenditures \$3,098.40. The balance as of January 15, 1995, was \$35,216.84.

### 1995 USAIN Conference

The 1995 USAIN Conference will be held in Lexington, Kentucky, on April 26-29, 1995. On April 26 a pre-conference workshop titled Internet Basics will be held in an interactive computing lab. The workshop will be limited to 20 people, but it will be offered both in the morning and in the afternoon.

The general conference will include presentations by Paul Evan Peters, Executive Director for the Coalition for Networked Information and Janet Poley, President of AgSat Corporation as well as many others. The early registration fee is \$175 and includes many of the meals. The cost of the hotel is approximately \$60 per night

including tax. Ms. Via thanked Jean Gilbertson for planning the conference program and Toni Powell, Lillian Mesner, and Pat Wilson for local arrangements.

Ms. Via announced that two conference scholarships in the amount of \$500 each to be applied toward conference expenses are available for persons new to the field of agricultural information. To apply, send a letter with your name, address, position, and length of services, and how your duties are related to agricultural information to: Cynthia Via, Pioneer Hi-Bred International, Inc., 400 Locust, 700 Capital Square, Des Moines, IA 50309, or e-mail to [viack@phibred.com](mailto:viack@phibred.com) by March 15, 1995.

Ms. Via asked for volunteers to fill the positions of Telecommunications Committee Chair and Collection Management Interest Group Chair.

Membership renewal forms have been sent out. If you have not received yours, one can be obtained from Beverlee French ([BAFRENCH@UCDAVIS.EDU](mailto:BAFRENCH@UCDAVIS.EDU)).

Ms. Via reported that USAIN helped sponsor a planning workshop for AgNIC—the Agricultural Network Information Center—hosted by NAL on December 4-6th. USAIN's contribution was acknowledged in the program and verbally at the workshop. USAIN's support was appreciated by NAL.

### Reports from Committees & Interest Group Chairs

Irwin Weintraub, Chair of the newly organized Social Issues Group, reported that the group will be meeting at the April conference. They will be discussing issues effecting rural America in the changing agricultural environment.

Ms. Via provided a new USAIN membership list to those present and asked for corrections and additions to be sent to Beverlee French ([BAFRENCH@UCDAVIS.EDU](mailto:BAFRENCH@UCDAVIS.EDU)).

### NAL Update

Pam Andre, Director of the National Agricultural Library (NAL) reported on the following issues:

1. The USDA reorganization was

finalized this fall. The Agricultural Research Service (ARS) and NAL have been merged into one unit, with NAL reporting directly to the ARS administrator. ARS is now part of the Research, Education, and Economics area of USDA and will report to the Under Secretary. A part of the intent of the NAL/ARS merger is to streamline the areas of public affairs and administrative services.

2. NAL also has been involved in Vice-President Gore's National Performance Review (NPR). Robyn Frank, from NAL, served on the Phase 1 team which studied ways to improve customer service. Phase 2 is making recommendations on which governmental bodies should provide primary services. Maria Pisa, also from NAL, is working on this second phase.

### 3. NAL Activities

—A strategic planning process has so far produced a revised mission statement and new values and vision statements, and key result areas have been identified.

—Phase 2 planning and a report of the Electronic Information Initiative (EII) have been completed. To receive a copy, contact Carol Ditzler at NAL. Status of the EII as of January 1995 is: CAB Abstracts indexes and other publications are now being received in electronic format, primarily CD-ROM; Gifts and Exchange Division is incorporating acquisition of electronic resources as well as paper; Document Delivery is filling requests electronically whenever possible; and bibliographic descriptions are being provided for electronic resources in the NAL catalog.

—A third meeting on the formation of AgNIC was held at NAL in early December 1994. It was an invitation-only workshop, partially sponsored by USAIN. White papers were commissioned prior to the meeting and formed the basis for discussion groups. The minutes from these discussions will be distributed widely and there will be a follow-up meeting sometime in the spring. The GSA has given a \$225,000 grant to support AgNIC and the State

of Arizona has been designated to participate.

### New Business

Robyn Frank passed out an order form for the new NAL Annual Report and mentioned there will be a sponsored luncheon meeting on Wednesday, June 14, 1995, during the SLA Annual Conference in Montreal. The speakers will be Pam André and Victor Desroches, Director of the Canadian Agriculture Library. Also, Ms. Frank distributed a draft customer service questionnaire for review and comment.

Ms. Via asked if the membership was using USAIN-L. A brief discussion of the appropriate use of this listserv followed.

Ellie Mathews inquired about progress on the strategic planning activity that was accomplished at the Auburn conference. Ms. Via stated the new Executive Council is looking into it.

The meeting adjourned at 5:00 pm. Informal discussions followed.

### USAIN & NAL at SLA and ALA, Summer 1995

#### SLA

The National Agricultural Library will be exhibiting at the Special Libraries Association Meeting in Montreal, Quebec, Canada, June 10-15. Consult the SLA program for times and location of the exhibit.

The NAL update meeting will be held at a luncheon sponsored by the Associates of the National Agricultural Library, 11:30-1:30, Wednesday, June 14, in the Queen Elizabeth Hotel [consult the SLA program for the room number for the luncheon]. The theme of the luncheon meeting is "Transforming the World Through Access to Agricultural Information." Speakers are Victor Desroches, Director of the Canadian Agriculture Library, and

Pamela André, Director of the U.S. National Agricultural Library. Members of the FAN Division of SLA have received invitations; others wishing to attend should contact the Associates:

*Associates of the National Agricultural Library, Inc.*  
1555 Connecticut Avenue, N.W.,  
Suite 200  
Washington, DC 20036  
Telephone: (202) 462-9600,  
ext. 10  
FAX: (202) 462-9043

#### ALA

The USAIN/NAL meeting at the American Library Association summer meeting in Chicago, June 23-28, will take place on Friday afternoon, June 23. Consult the ALA program for exact time and location of the meeting.

NAL is not exhibiting at ALA this year.



## NAL Conducts Computer Training in the Baltics

by Judith A. Zidar  
Information Systems Division, NAL

This past summer, the National Agricultural Library purchased state-of-the-art microcomputers for three agricultural libraries in the Baltics (Estonia, Latvia, and Lithuania) and provided agricultural CD-ROMs for information retrieval. Subsequently, two NAL staff members visited Latvia and conducted microcomputer training for the librarians who will use the

new equipment.

The Baltic mission began in 1993, when NAL submitted a proposal to the Foreign Agricultural Service (FAS), USDA, outlining the plan. The goal was to increase access to and use of electronic information by Baltic librarians, researchers, scientists, and students. FAS responded enthusiastically to the proposal, and provided both funding and support.

NAL's Microcomputer Coordinator, Grace Sines, purchased the microcomputers, working through the NAL Associates with a supplier in Latvia. Three 80486DX/66 computers were purchased, one each for Estonia, Latvia, and Lithuania. The systems included a CD-ROM drive, high speed

fax/modem, a 17-inch ultra-high-resolution color monitor, and a laser printer. Additional computers were rented for the two-week training period. CD-ROMs included a multi-year subscription to SilverPlatter's *AGRICOLA* and the *World List of Agricultural Serials*, the full-text disc *Agriculture and Life Sciences: An IDD National Collection*, and several CD-ROMs produced by NAL. Computer training was provided by Librarian Claudia Weston and Computer Specialist Judith Zidar, using training materials they developed with the assistance of NAL Trainer, Joyce Bolton.

Claudia and Judi traveled to Latvia in late August 1994 to conduct two weeks of intensive training. The training site was provided by the Latvian University of Agriculture in Jelgava, hosted by Fundamental Library Director Ilona Dobelniece. The two Americans stayed at Jelgava's one hotel, a rambling, picturesque structure with large, comfortable rooms, private baths, and windows looking out on the nearby Lielupe River and on Jelgava's main street, Liela iela. The hotel was a 20-minute walk from the training site, and also within easy walk-



photo: D. Starr

Claudia Weston

ing distance of stores, markets, and restaurants. Latvians, who are known for their hospitality, were friendly and welcoming, and encouraged with a nod or a smile the travelers' halting attempts at simple Latvian phrases. Where language failed, people were adept at using and reading gestures mixed with a Latvian word or two, and communication was rarely a problem. In fact, a surprising number of Latvians speak at least limited English, and most are fluent in Russian, in addition to Latvian.

Training took place Monday through Friday, and topics included basics of microcomputers and DOS, introduction to MS-Windows, Word-Perfect for Windows, Lotus 1-2-3, introduction to the Internet, and CD-ROM technology. The software was purchased with the microcomputers so that all sites would start out with useful, basic applications. Library staff from the Latvian University of Agriculture Fundamental Library and the Lithuanian National Agricultural Library made up the class. (The Estonian participants had to cancel at the last minute, and their training materials were forwarded to them.) Classes were conducted in English, which all but one of the participants understood. Computer knowledge ranged from "expert" to "complete novice." Much of

the training was hands-on in nature to diminish the language barrier, but when language did become an obstacle, the participants actively helped each other.

The trainees were attentive and enthusiastic. Despite the computer experience some already possessed, they were eager to learn and to share ideas with one another. A highlight of the workshop was a tour of the Fundamental Library, which ended with a demonstration of the online catalog currently under development by Library staff. This commitment to progress through education is a part of the Baltic culture, and it was further demonstrated on September 1 when the University opened for classes. That morning, the enrollment ceremony for first year students was held, and the microcomputer trainees and instructors were among the invited guests. The ceremony had all the pomp, circumstance, and celebration of a college graduation in the United States. Speakers included cabinet ministers, college deans, and even a student representative, and the first speaker read a letter of congratulation from the President of Latvia. The ceremony ended with the planting of a tree to mark the occasion. It was a memorable morning and an elegant expression of the high value placed on education.

Devotion to learning did not stop the group from relaxing or exploring on weekends, however. Mrs. Dobelniece arranged for University-sponsored excursions each Sunday. The first was a visit to Sigulda, one of the most lovely areas in Latvia. Woodlands, medieval castles, and caves abound, and the area also boasts an Olympic bobsled run where the Latvian team does its training. Sigulda is reported to have a bungy jump (2 lati, or about \$4.00, a jump), but, alas, it was not included in the tour. The second excursion included the spectacular Rundale Palace, an 18th century Baroque structure designed by the Italian genius, Bartolomeo Rastrelli. Latvians are struggling to restore the palace to its former glory, using original materials when possible, and many rooms are already completed. It is noteworthy that the Jelgava Palace, which now houses the Latvian Univer-



photo: J. Swab

Judi Zidar

sity of Agriculture administrative offices and the Fundamental Library, was also designed by Rastrelli. Although its architectural beauty remains, its former grandeur can only be imagined—it was looted and plundered during both World Wars, and may never be fully restored.

In addition to the Sunday excursions, the visitors made private journeys to Riga, the capital and main city of Latvia. The USDA's Resident Agricultural Advisor, Lindell Whitelock, escorted Claudia and Judi through Riga's Old City and newer areas, pointing out important structures and landmarks, and filling in the historical and cultural details. His knowledge was truly encyclopedic.

What with classwork, hands-on practice, and sightseeing, the 17 days in Latvia literally flew. The afternoon before the last day of training, the class was received by the Rector of the University, who expressed his appreciation and congratulated all on a job well done. On the final afternoon, the trainees gave a farewell party for the instructors—dinner with all the trimmings. Gifts and mementos were exchanged, and some tears appeared now and then, but a wonderful evening was had by all.

No report cards were issued to the Latvian and Lithuanian students, but their grade was certainly A+, for both effort and accomplishment. More importantly, they have taken their new skills with them, back to their own libraries, to be used and shared and built upon. It is a contribution NAL and FAS are pleased to have been a part of.

## Slezáková Completes Tour as 1994 NAL Cochran Fellow

Helena Slezáková, Head of the Information Systems Division at the Institute of Agricultural and Food Information in Prague, Czech Republic, was a Cochran Fellow at the National Agricultural Library from October through December 1994. It was her second stay at NAL, the first one being a short visit in 1990.

The Cochran program provided to Slezáková the opportunity for in-depth training in NAL's divisions, branches, and information centers in subjects and methods of interest to her, particularly with operations, procedures, techniques, and software used at NAL.

In the Technical Services Division, she worked with staff in each of the three branches, Acquisitions & Serials, Cataloguing, and Indexing. She was able to test the new Indexing Tutorial and to compare it to the older version she saw four years ago. She discussed the exchange of materials between NAL and the Institute of Agricultural and Food Information in Prague and reviewed the list of Czech exchange partners. At the Indexing Branch she showed a great interest in automatic indexing, scanning the abstracts, creating and updating the Unified Agricultural Thesaurus, and indexing electronic journals.

Slezáková's training in the Public Services Division included work in each of the branches, Information Centers, Reference & User Services,



photo: J. Swab

Helena Slezáková

and Document Delivery Services. Among the several information centers in which she learned about new databases, information, and services, were Plant Genome, Aquaculture, Rural, Alternative Farming Systems, and Food and Nutrition. Also in Public Services, Slezáková's interests included the cooperation of NAL with the Agricultural Research Service Field Libraries, learning about NAL's integrated system, ISIS, working at the library's reference desk, identifying information services for document delivery, and using Ariel for transmission of documents via the Internet.

Slezáková was also pleased to learn about important issues at NAL through participation in staff meetings and to join with staff in internal courses on using the library's e-mail system, the NAL gopher, the Internet, and Telnet and FTP. She also took part in a roundtable organized at NAL under the title, "Moving to the

Digital Page." She was especially interested in copyright issues related to electronic publishing.

Helena Slezáková also visited other USDA agencies and other libraries and associations. Of special interest was the USDA Current Research Information System (CRIS). She spent a week at the CRIS operation and was introduced to the activities of its Systems Management Branch and Technical Products and Services. With CRIS managers she discussed the possible participation of the Czech Republic in CRIS. At the Agricultural Research Service she found a similar interest in a demonstration of the Research Management Information System.

As part of her program, Slezáková attended two conferences. The first was the 57th Annual Meeting of the American Association for Information Science in Alexandria, Virginia, in October 1994; its theme was the economics of information. She found the following issues of most interest:



photo: J. Swab

Keith Russell expresses the library's appreciation for the work Helena Slezáková accomplished during her stay at NAL and wishes her well at a farewell party in the Public Services offices.

Commerce on the Internet, impact of electronic networks on developing economies, and economic models of document delivery. She highly appreciated the report of the NAL representatives on the National Agricultural Library's Telecommuting Program. Since she is responsible for the Czech input for the international information system, AGRIS, it was with a great interest that she listened to Pam André's presentation: "Toward a Unified Agricultural Thesaurus: A Model for International Cooperation."

At the second conference, "New Information Technology '94 — Global Information Infrastructure," Helena Slešáková had the opportunity to meet people not only from the USA, but also from many other countries including the Slovak Republic, Russia, Sweden, and South Africa. She presented a paper with the title "Overview of Information Activities in the Field of Agriculture in the Czech Republic."

Several times during the fellowship period Slešáková visited the Library of Congress, where she took part in the OCLC Users Group Meeting and visited the Vendor Fair. At LC's Information Technology Services, she learned about new techniques and media being developed and used, and was interested in those oriented to the preservation of valuable library collections. She also visited the National Oceanic & Atmospheric Administration Central Library.

Since Slešáková was interested in ways of providing information service to farmers in the USA, she met with several officials from the USDA Extension Service who informed her about the history of service and about new methods of information dissemination, including Extension's use of electronic mail, CD-ROMs, and Internet services.

Helena Slešáková graduated from the Agricultural University in Prague. She completed postgraduate studies in librarianship and information science at the Charles University in Prague. Since 1972 she has been working at the Institute of Scientific and Technical Information for Agriculture (now In-

stitute of Agricultural and Food Information) in Prague. As the Head of the Information Systems Division she has been responsible for the creation of the national agricultural database "Czech Agricultural Bibliography" and for the Czech input to the international agricultural information system, AGRIS. She has been representing her Institute at AGRIS/CARIS technical consultations.

In 1993 the Czech Republic became a member of the Current Agricultural Research Information System of FAO. The input to this system has also been prepared in the Information Systems Division of Institute of Agricultural and Food Information. This new activity was one of the reasons why she wanted to learn more about the USDA's CRIS system and why she was pleased to find a very positive response there.

Upon her return home, Helena Slešáková is planning to make the best use of her training in the U.S. Of immediate benefit will be the Internet skills, developing and sharing them with her colleagues. She expects to employ Internet connectivity for sending the Czech input to the Food and Agriculture Organization information systems, as well as for transmitting documents between the libraries of the Institute of Agricultural and Food Information and NAL or other libraries in the world.

—[Adapted from material submitted to ALIN by Helena Slešáková]

## NAL Public Affairs Officer Invited to Sweden/England

This past fall, Brian Norris, the National Agricultural Library's Public Affairs Officer, was invited to Sweden to tell Scandinavian librarians about NAL. While overseas he stopped off in England to meet with CAB International officials. The trip was funded in



photo: S. K. Evans

Brian Norris

part by a Swedish librarian association and Stockholm University.

"In Sweden, I had a wonderful opportunity to reach an international audience with information about NAL," Norris said. "At CABI in England, I spent time learning about many of their electronic information management systems. I also compared public relations notes with CABI's publicity manager, John Allen."

In Sweden, Norris spoke at the conferences of professional librarian associations in Stockholm and Lund, a small university town in the southwest of Sweden. In England, he travelled to CABI's corporate headquarters located in the town of Wallingford, about 50 miles north of London.

"The portion of my trip in Sweden was paid for by the Ultuna Library of Stockholm University, in sponsorship with a Swedish professional librarian association similar to the American Library Association," Norris said.

Eva Hartman-Juhlin, the publicity director of Ultuna Library, invited Norris to participate in the Lund and Stockholm conferences after the two met when she toured NAL in May 1993. "During her NAL tour," Norris said, "we talked extensively about how we

both provided public affairs support for our libraries on a relatively modest budget. She liked some of the things I was doing and thought her associates from other Scandinavian libraries could benefit from hearing about them."

Norris said that Hartman-Juhlin asked him to speak on "library public relations on a shoestring budget," with particular emphasis on the NAL public affairs program. He spoke for about two hours on this subject at both the Lund and Stockholm conferences.

The Lund conference was held at the international headquarters of Bibliotekstjänst, a private, for-profit company specializing in providing services for libraries. Norris said about 60 librarians attended the Lund conference, from public and university libraries in Norway, Denmark, Sweden, Finland, and Iceland. At the conferences, his presentation consisted of an overview of NAL; a discussion of the NAL public affairs staff, their responsibilities and reporting requirements; and then a discussion of each public affairs "tool" (news releases, feature stories, special events, etc.) he uses in promoting NAL. Part of his presentation included showing several NAL video news releases (VNR's) he had produced over the years.

"The concept of VNR's generated quite a bit of interest at the conferences," Norris said. "It is not a technique that is used in Scandinavian countries. They produce television public service announcements and advertisements, but not their own news stories."

Norris said that there were many questions on NAL and NAL public affairs after his presentation in Lund, mostly related to how he gauges the success of his efforts. I explained that getting our story out through newspapers, radio and television news was a key to our public relations effort," he said. "So one way I measure success is in terms of the number of clips we get from our news monitoring service."

The evening of the first day of the Lund conference included a reception and dinner for participants. Awards

for the best library promotional videos were given following the dinner. "All the videos were in one of the Scandinavian languages, so I didn't understand many of them. From the pictures, however, I could follow along with some. Most were rather humorous," Norris said.

The second day of the conference Norris spent at the Lund University Library, meeting with various staff and touring the facilities.

"Compared to some U.S. university libraries it was small, only two floors, but they make maximum use of expert systems on computers," he said. "And their collection is in excellent condition."

While in Lund, Norris also met with Johan Lyons, an American who lives in Lund and works for Bibliotekstjänst, the conference host and library services company.

"Johan was proud to show off the facilities of his company," Norris said. "And rightfully so. Bibliotekstjänst can provide just about anything a library needs, from furniture to books (mostly popular press) to computer systems. They have an easy-to-use book repair kit that Johan demonstrated for me." Norris said that the company has offices in New York and does business with some U.S. libraries.

The conference in Stockholm was also attended by about 60 Scandinavian librarians. According to Norris, these folks were mainly with university and research libraries. This conference was sponsored by Ultuna Library of Stockholm University, Norris' host while he was in Sweden.

The speakers all spoke Swedish or another Scandinavian language, so Norris had some difficulty following along. But he was able to pick up on what one particular speaker had to say from the reaction of the other participants.

"I know for sure that one speaker spoke on how computers and electronic information was going to replace the printed word," he said. "I

figured as much from the speaker's visual aids and by asking questions of the person seated with me. This presentation generated some lively discussion."

Norris spoke right after this person. "During my talk I mentioned that NAL has been meeting with agricultural libraries in Central Europe for several years in order to form closer working relationships. I also mentioned a similar conference NAL had with Latin American countries. Subsequently, Sten Vedi, the Director of Ultuna Library, asked me when NAL intends such a conference with Scandinavian libraries. He said lots of libraries want to work closer with NAL."

From Stockholm, Norris flew to London and then took a bus to Wallingford, England, for the CAB International portion of his trip.

"I spent the day touring CABI under the guidance of John Allen, CABI publicity manager," Norris said. "We discussed publicity, printing and video production. I found it interesting that John hires a producer from the BBC whenever he does a video. They have produced an excellent general information video on the company, which John showed me."

Norris was also given a demonstration of CABI's bibliographic database, which he said looks and functions like NAL's AGRICOLA. Norris then met with Ian White, the person in charge of CABI's automation activities, and was given a demonstration of a CABI expert system on plant pests and diseases.

"There is much common ground between what NAL and CABI are working on," Norris said. "It benefits both organizations, and world agriculture, that we can cooperate in many areas."

Overall, Norris said his trip was a great learning experience for him. "I just hope that I was able to give to my Swedish and English hosts as much in terms of educating them about NAL as they taught me about their library services," Norris said. "I also hope my trip will lead to even closer cooperation between all of our organizations."



## Technology Applications

### info@nalusda.gov

Electronic mail users who send an e-mail message to the address which forms the title of this article:

**info@nalusda.gov**

will get an NAL computer response containing information about the National Agricultural Library. There is no need for a body to the message, only the TO address. The NAL response to the FROM address is automatic.

Included in the response are a variety of general information about the National Agricultural Library and an annotated listing of generic e-mail addresses for the library indicating what kinds of information products and services are available from units and indications of other information available on the internet and how to access it. The following is an abbreviated version of the information to be found at **info@nalusda.gov**, which is updated as needed.

Use the generic e-mail addresses to send messages to NAL units, to request information not posted on the NAL gopher, internet, www, etc., or to utilize other services indicated below.

#### NAL Generic E-Mail Addresses

##### ■ **agref@nalusda.gov**

For general NAL reference services.

Telephone: (301) 504-5479

TDD/TTY: (301) 504-6856

##### ■ **aic@nalusda.gov**

For aquaculture information and assistance from NAL's Aquaculture Information Center (AIC) which focuses on the culture of aquatic plants and animals in freshwater, brackish, and marine environments. Specific subjects covered by AIC are controlled cultivation of fish, shellfish, and aquatic plants; aquatic diseases; nutrition; culturing systems; financial assistance for aquaculture; legislation and regulations; and the economics and marketing of aquaculture products.

Telephone: (301) 504-5558

TDD/TTY: (301) 504-6856

To access AIC information resources on the internet:

*gopher to gopher.nalusda.gov*

*NAL Information Centers*

*Aquaculture Information Center*

##### ■ **alf@nalusda.gov**

To reach the system administrator for NAL's computer bulletin board ALF (Agricultural Library Forum). ALF provides electronic access to information about NAL products and services; is a vehicle for the exchange of agricultural information resources among libraries, information centers, and other users; and supports messaging, bulletins, file transfer, and conferencing.

Telephone: (301) 504-5113 or (301) 504-6908

TDD/TTY: (301) 504-6856

To reach the ALF bulletin board via the Internet:

**telnet fedworld.gov or 192.239.93.3**

To link to ALF after registering on FedWorld, follow menu options. First go to the Utilities subsystem by entry of "U" at the main menu. To load Gateway, enter "D" from the Utilities menu, then enter "D" again to link to a federal system, then enter "2" to connect to ALF. After initial registration, commands may be stacked: get to ALF from FedWorld's main menu by entering each of the letters followed by a space and the number followed by the enter command, thus:

**U D D 2[Enter]**

##### ■ **awic@nalusda.gov**

For animal welfare information and assistance from NAL's Animal Welfare Information Center which focuses on the care, handling, and management of animals used in research, teaching, and exhibition. Subjects covered include: husbandry, handling and care of animals, personnel training, animal behavior, alternatives to animal use in research, anesthesia and analgesia, ethics, and animal welfare legislation and regulations. AWIC provides workshops on meeting the requirements of the Animal Welfare Act.

Telephone: (301) 504-6212

TDD/TTY: (301) 504-6856

To access AWIC information resources:

*gopher to gopher.nalusda.gov*

*NAL Information Centers*

*Animal Welfare Information Center*

##### ■ **biotech@nalusda.gov**

For biotechnology information and assistance from NAL's Biotechnology Information Center (BIC) which focuses on genetic engineering and recombinant DNA techniques. Specific subjects include tissue culture, plant gene vectors, embryo transplants, and detoxification using microbes. BIC also has information on related topics such as plant protection, ethics, risk assessment, legislation, and regulation.

Telephone: (301) 504-6875

TDD/TTY: (301) 504-6856

To access BIC information resources:

*gopher to gopher.nalusda.gov*

*NAL Information Centers*

*Biotechnology Information Center*

For www access:

**http://www.inform.umd.edu/EdRes/Topic/**

**AgEnv/Biotech**

■ **circinfo@nalusda.gov**

For information on the availability of specific titles held by NAL and NAL lending policy; also for details on NAL's Document Delivery Services Branch (DDSB) policy and required data elements for submission of requests electronically.

Telephone: (301) 504-5575  
TDD/TTY: (301) 504-6856

■ **dcrc@nalusda.gov**

To communicate with NAL's branch located at USDA headquarters in Washington, D.C.

Telephone: (202) 720-3434  
TDD/TTY: (202) 720-3434

■ **epu@nalusda.gov**

To communicate with NAL's Educational Programs Unit which handles tours and demonstrations of NAL systems for groups and individuals.

Telephone: (301) 504-5204  
TDD/TTY: (301) 504-6856

■ **fnic@nalusda.gov**

For food and nutrition information and assistance from NAL's Food and Nutrition Information Center (FNIC) which focuses on human nutrition research and education, food service management, and food technology.

FNIC also includes special programs on food labeling, food borne illness, and food irradiation.

Telephone: (301) 504-5719  
TDD/TTY: (301) 504-6856

To access FNIC information resources:

*gopher to gopher.nalusda.gov*  
NAL Information Centers  
Food and Nutrition Information Center

■ **lending@nalusda.gov**

To submit document delivery or interlibrary loan requests. All requests must meet NAL criteria and follow national and international ILL guidelines. The Document Delivery Services Branch (DDSB) provides document delivery and lending services to other libraries, USDA employees and members of Congress. DDSB can provide information in many formats including print, microform, and electronic. The branch accepts requests from libraries and information centers throughout the world.

Telephone: (301) 504-5755  
TDD/TTY: (301) 504-6856

■ **nalafsic@nalusda.gov**

For information on alternative farming systems and assistance from NAL's Alternative Farming Systems Information Center (AFSIC) which focuses on farming systems and techniques that protect natural resources while maintaining agricultural productivity and profitability. Subjects covered include reduced tillage, legume use in crop rotation, use of green and animal manures, Integrated Pest Management (IPM) and biological controls, and farm diversity through alternative enterprises and/or new crops.

Telephone: (301) 504-6559

TDD/TTY: (301) 504-6856

To access AFSIC information resources:

*gopher to gopher.nalusda.gov*  
NAL Information Centers  
Alternative Farming Information Center

For www access:

<http://www.inform.umd.edu/EdRes/Topic/AgrEnv/AltFarm>

■ **nalrdds@nalusda.gov**

For information on NAL's Regional Document Delivery System, which is managed by NAL's Document Delivery Services Branch (DDSB). NAL supports a network of land-grant university libraries in their efforts to provide document delivery services to USDA employees in the U.S.

Contact **nalrdds@nalusda.gov** for information on services available, local contacts, policies, etc.

Telephone: (301) 504-6503  
TDD/TTY: (301) 504-6856

■ **paffs@nalusda.gov**

For news media inquiries on NAL and assistance from NAL's Public Affairs Office.

Telephone: (301) 504-6778  
TDD/TTY: (301) 504-6856

■ **pgenome@nalusda.gov**

For plant genome information and assistance from NAL's Plant Genome Database and Information Center (PGDIC) which focuses on all aspects of plant and animal genome mapping. Specific subjects include gene isolation, map-based crop breeding, computational genetics, genome informatics, related databases and software, and developments in related programs, such as human genome.

Telephone: (301) 504-6875  
TDD/TTY: (301) 504-6856

To access PGDIC information resources:

*gopher to gopher@nalusda.gov*  
NAL Information Centers  
Plant Genome Data and Information Center

To access the Plant Genome Database:

*gopher probe.nalusda.gov*

For www access

<http://probe.nalusda.gov:8000/index.html>

■ **ric@nalusda.gov**

For rural development and rural health information and assistance from NAL's Rural Information Center (RIC) which focuses on the economic competitiveness of rural communities and rural health issues. Subjects covered include management and marketing education, agriculture and natural resource-based enterprise, leadership development, health care delivery, and health care personnel.

Telephone: (301) 504-5372  
TDD/TTY: (301) 504-6856

To access RIC information resources:

*gopher to gopher.nalusda.gov*  
NAL Information Centers  
Rural Information Center

■ **scoll@nalusda.gov**

To communicate with NAL's Special Collections Unit, which handles rare books and special collections of research materials in various formats including manuscripts, oral histories, photographs, slides, maps, posters, etc. The Special Collections Unit exhibits and provides materials and advice to exhibitors throughout the country on subjects related to agriculture.

Telephone: (301) 504-5876

TDD/TTY: (301) 504-6856

To access Special Collections resources:

*gopher to gopher.nalusda.gov*

*NAL Publications and Resources*

*Agricultural Images*

For www access:

<http://www.inform.umd.edu/EdRes/Topic/AgrEnv/AgrImg>

■ **ttic@nalusda.gov**

For information on the transfer of new agricultural technology from the federal government to private enterprise, and for assistance from NAL's Technology Transfer Information Center (TTIC). Subjects covered include methodologies, intellectual property rights, patents, cooperative research and development agreements, licensing agreements, centers of excellence, entrepreneurship, and venture capital.

Telephone: (301) 504-6875

TDD/TTY: (301) 504-6856

To access TTIC information resources:

*gopher to gopher.nalusda.gov*

*NAL Information Centers*

*Technology Transfer Information Center*

■ **wqic@nalusda.gov**

For water quality information and assistance from NAL's Water Quality Information Center (WQIC) which focuses on the quality of freshwater and coastal water resources. Specific subjects covered include proper application of agrichemicals, management of animal wastes, protection of well-heads, wetlands, monitoring and assessment, education, and legislation.

Telephone: (301) 504-6875

TDD/TTY: (301) 504-6856

To access WQIC information resources:

*gopher to gopher.nalusda.gov*

*NAL Information Centers*

*Water Quality Information Center*

For www access:

<http://www.inform.umd.edu/EdRes/Topic/AgrEnv/Water>

■ **ydic@nalusda.gov**

For youth development information and assistance from NAL's Youth Development Information Center (YDIC). YDIC combines the technical and subject expertise of USDA's Extension Service with the information management expertise of NAL. CYFERNET, an online Internet resource managed by YDIC, provides child, youth and family development professionals with comprehensive informa-

tion support in social program delivery and management. Included in the CYFERNET system is PAVNET, the Partnerships Against Violence Network.

Telephone: (301) 504-6400

TDD/TTY: (301) 504-6856

To access YDIC information resources:

*gopher cyfer.esusda.gov*



## 1995 List of Journals Indexed in AGRICOLA Available

The 1995 edition of the *List of Journals Indexed in AGRICOLA* (LJI) is now available from the National Agricultural Library. This publication lists pertinent information regarding journals currently being indexed for AGRICOLA (*AGRICultural OnLine Access*), NAL's computerized bibliographic database. Both printed and electronic versions are available. Electronic access to the *List of Journals Indexed in AGRICOLA 1995* is provided through NAL's gopher server and through ALF, NAL's electronic bulletin board.

The 1995 LJI updates previous editions and includes sections for titles added in 1994, titles no longer indexed, journals abstracted, an alphabetical listing by journal title, abbreviated titles, and a subject category list. The new LJI includes 1,410 journals currently indexed in AGRICOLA.

Journals are listed alphabetically by full title in the main section of the publication. In addition, each entry includes the abbreviated title, NAL call number, International Standard Serial Number (ISSN), place of publication, publisher's name, indexing coverage of the journal (e.g., indexed selectively or cover-to-cover), and indicates if author abstracts are included in the AGRICOLA records.

The listing is an important reference tool for indexers, catalogers, reference librarians, and other users of AGRICOLA. AGRICOLA contains records for agricultural literature citations of journal articles, monographs, theses, patents, computer software, audiovisual materials, technical reports, maps, manuscripts, and microforms.

The LJI includes titles indexed for AGRICOLA as of

January 1995. NAL's Indexing Branch updates the list periodically to reflect additions, deletions, and other changes.

To obtain a printed copy of the *List of Journals Indexed in AGRICOLA*, send a self-addressed label with the request to:

Attn: LJI 1995  
Indexing Branch, Room 011  
USDA, ARS, National Agricultural Library  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

### Internet Access

To access the *List of Journals Indexed in AGRICOLA* through the Internet:

Gopher to:

**gopher.nalusda.gov**

Select:

- 5. NAL Publications and Resources/
- 21. List of Journals Indexed in AGRICOLA 1995/

Gopher bookmark:

Name = List of Journals Indexed in AGRICOLA 1995  
Type = 1  
Port = 70  
Path = 1/nalpub/lji  
Host = gopher.nalusda.gov

URL: <gopher://gopher.nalusda.gov/11/nalpub/lji>

### ALF Access

To access NAL's bulletin board, ALF (Agricultural Library Forum):

Modem: (301)504-6510; (301)504-5111; (301)504-5497  
No parity, 8 data bits, one stop bit, full duplex

Telnet: [telnet fedworld.gov](telnet:telnet.fedworld.gov)

or

[telnet 192.239.93.3](telnet:telnet.192.239.93.3)

Select: Utilities, Gateway, Gov't Systems, ALF

For additional information, contact:

Carol L. Dowling  
USDA, ARS, National Agricultural Library  
Indexing Branch, Room 011  
10301 Baltimore Boulevard  
Beltsville, Maryland 20705-2351  
Internet: [cdowling@nalusda.gov](mailto:cdowling@nalusda.gov)  
Telephone: (301) 504-6829  
TDD/TTY: (301) 504-6856  
Fax: (301) 504-5213

— Carol L. Dowling



## International Organic Agriculture Conference

by Jane Gates

AFSIC Coordinator, NAL

The 10th International Organic Agriculture IFOAM Conference was held at Lincoln University, Christchurch, New Zealand, December 11-14, 1994, followed by a meeting of the IFOAM (International Federation of Organic Agriculture Movements) General Assembly. Representing NAL was Jane Gates, Coordinator, Alternative Farming Systems Information Center (AFSIC), who gave a paper at the Conference and was an observer at the General Assembly. Gates' participation in this IFOAM meeting continues NAL participation in IFOAM through several staff members since the organization was founded in 1972.

This was an important and impressive conference, convened around an approach that is vital to sustainable agriculture. To quote Dr. Patrick Madden, former Associate Director of the USDA Sustainable Agriculture Research and Education (SARE) program, and one of the pioneers in sustainable agriculture:

Organic agriculture is of course, only one corner of sustainable agriculture, but a very important corner in terms of innovations, motivation, support, and leadership in the private sector. And most of the people and organizations represented at the IFOAM conferences bring broad and practical perspective that is highly compatible with the goal of sustainable agriculture as we know it in the U.S. We have much to gain from experts and practitioners in other nations. And we have much to give toward the humanitarian and ecological goal of attaining more sustainable agricultural development, meeting the needs of the present generation while enhancing the capacity to meet the needs of future generations, and protecting the integrity of natural systems so essential to life on Earth.

The main theme of the Conference was "People—Ecology—Agriculture." Submitted under the sub-theme "The role of self-sufficiency, education & social organisation," Gates' paper was titled "Education: Information Sources and Resources" and was accepted on the basis of the following abstract:

*This presentation will provide information on resources available to persons seeking information on farm-*



photo: J. Swab

Jane Gates

ing systems, e.g., low-input, regenerative, biodynamic, organic, that protect natural resources while maintaining agricultural productivity and profitability. Available from diverse groups such as the Practical Farmers of Iowa, the Sustainable Agriculture Network, and the National Organic Standards Board, information is collected, compiled, and disseminated by the Alternative Farming Systems Information Center (AFSIC), National Agricultural Library (NAL), United States Department of Agriculture (USDA). One of eleven centers established at the NAL to provide in-depth coverage of specific areas relating to the food and agricultural sciences, AFSIC provides information electronically through *sanet-mg*, an Internet electronic discussion group, through its videotaped series of interviews with sustainable agriculture pioneers, and through traditional methods. Through utilization of all available means of communication, knowledge of sustainable agriculture philosophy and practices is thus available to people around the world.

Response to the presentation was enthusiastic, but reflected the wide discrepancy in people's understanding,

use, and knowledge of electronic communication. Approximately 800 persons attended, with many developing nations among the over 50 countries represented.

Highlights of the Conference included an opening ceremony presented in the "ancient and traditional Maori fashion" containing the following components: "wero"—the traditional Maori challenge "where the visitors are confronted by a ferocious Ngai Tahu warrior to determine if they are friend or foe," "karanga"—a "call of welcome given by a woman to receive the visitors into the area prepared," "powhiri"—the "official opening ceremony," "whaikorero"—the "formal speech given by the host kaumatua (male elder) outlining the history and genealogy of the host people," "waiata"—an ancient chant "re-emphasizing the whaikorero," and "hongi"—the rubbing of noses between the parties giving significance to the living and the dead (breath of life)."

Participants in the ceremony included Sir Peter Elworthy, Patron of the Conference, Vicki Buck, Mayor of the City of Christchurch, Thomas B. Harding, President of IFOAM, Denis Marshall, MP, Associate Minister of Agriculture [New Zealand], Bernward Geier, General Secretary, IFOAM, and Helen Browning, UK farmer, who read a message of greetings from His Royal Highness, The Prince of Wales.

Among the guest speakers of note were Dr. Vandana Shiva, physicist, philosopher, feminist, and Director of the Research Foundation for Science Technology and Natural Resource Policy in India; Dr. Stuart Hill, Associate Professor of Entomology, McGill University, Canada; Dr. Nic Lampkin, Development Director of the Aberystwyth Centre for Organic Husbandry and Agro-ecology, Wales; and Dr. Stephen Gliessman, Founder and former Director of the Agro-ecology Program at the University of California, Santa Cruz.

Other activities included an Organic Fayre, held in the centre of Christchurch City, featuring music, Morris Dancers, and 40 stalls offering organic products and food. Both on campus and off campus workshops were given, with Conference Convener Bob Crowder's tour of the Lincoln

University Biological Husbandry Unit one of the most popular. A visit to the Library confirmed that the Lincoln University campus is "on the cutting edge" of electronic transfer of information pertaining to agriculture and commerce.

IFOAM '96 will be held in Copenhagen, Denmark, 11-15 August 1996, with the theme of "Organic Agriculture: Down to earth - and further afield." For further information, contact IFOAM '96, Blegdamsvej 4/. DK 2200 Copenhagen N, Denmark; Tel +45 35 37 20 96; Fax +45 35 37 40 96.

## Sustainable Agriculture Network Office Transition

The Sustainable Agriculture Network (SAN) has announced a temporary division of its coordination duties, in which part of the work will continue to be handled in the Alternative Farming Systems Information Center (AFSIC) and part by Gabriel Hegyes at Kansas State University, effective February 21, 1995. Hegyes will retain 60% of the responsibilities of network coordinator until June 30. Jayne MacLean will staff the NAL of-



photo: J. Swab

Jayne MacLean



photo: J. Swab

**Gabriel Hegyes**

fice as co-coordinator two days a week to handle the other 40% of the work. In July, a new full-time coordinator will assume the duties, and will again be located in AFSIC.

Both SAN and AFSIC are generously supported by USDA's Sustainable Agriculture Research and Education (SARE) program, and serve important information and outreach functions for SARE. The Network is guided by a national committee of sustainable agriculture communication and information specialists from the academic, private, and public sectors. Jane Gates, Coordinator of AFSIC, is NAL's representative on the SAN committee. [See *ALIN*, v.19 (10-12):6, October-December 1993, article describing SAN's activities.]

Jayne MacLean will maintain the necessary SAN presence in AFSIC, to answer inquiries, coordinate communications with the committee, and handle various other tasks. Returning temporarily from retirement, she brings to the work her previous experience as AFSIC's former coordinator, and as an original SAN committee member, thus ensuring continuity. Hegyes, who has been SAN Coordinator since the position was established in 1992, will retain responsibility for training and promotional work and supervision of the discussion group *sanet-mg* on the Internet. He

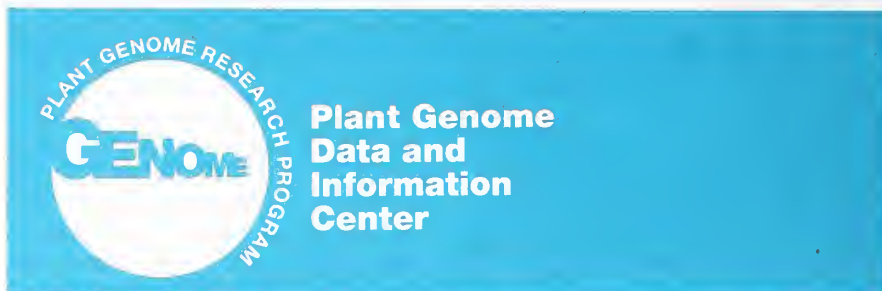
will also be involved in developing new SAN information products, particularly in electronic formats.

Jayne MacLean can be reached at NAL by telephone at 301-504-6425, and by E-Mail at:

[san@nalusda.gov](mailto:san@nalusda.gov)

Gabriel Hegyes' telephone number at Kansas State University is 913-532-5776; his E-Mail address is:

[ghegyes@oz.oznet.ksu.edu](mailto:ghegyes@oz.oznet.ksu.edu)



## Plant Genome III — Conference Summary

by Bruno Quebedeaux  
University of Maryland

Andrew Kalinski  
and Susan McCarthy  
Plant Genome Data and Information  
Center, NAL

and Patrick Byrne  
University of Missouri

The third Plant Genome International Conference on the Status of Plant Genome Research was held in San Diego, California, on January 15-19, 1995, and featured the following genome research and development areas: isolation and transformation of agriculturally important genes, comparative genetic mapping, chromosome structure, new instrumentation, and automation technology. Plenary and general sessions and specific workshops highlighted new computer tools, databases, nomenclature, gene-tagging for abiotic stress, or individual species: pine trees, *Arabidopsis*, barley, tree fruits, maize, legumes, cotton, and grass genome integration. The conference was sponsored and supported by the USDA Agricultural Research Service (ARS); the USDA National

Agricultural Library (NAL); USDA Cooperative State Research, Education, and Extension Service; National Research Initiative Competitive Grants Office; John Innes Centre (UK); The Rockefeller Foundation; and The International Society for Plant Molecular Biology. The meeting attracted over 660 participants from 25 countries with substantially increased participation from the European Community and Japan.

The plant genome research program is now entering into its fifth year. Dr. Jerome Miksche, Director, USDA Plant Genome Research Program, commended conference participants for their efforts leading to development of new genomic information, new technologies, and international collaboration. He stressed the importance and need for continued and expanded funding to support ongoing research and collaborations. He indicated that the plant genome program, using molecular genetics to search for genes of agricultural importance and to construct detailed maps, has already yielded a plentiful harvest of new information.

### Marker-Based Breeding

Genetic improvement of crop plants depends upon genetic diversity. Intensive breeding for crop improvement has narrowed the diversity of many of

our commercially important cultivars. For these crop species, additional genetic improvement will be increasingly difficult to achieve without the new approaches to breeding now under development.

Steve Tanksley, Cornell University, discussed the need to develop new QTLs, and identified a strategy for advanced backcross analysis: nearly elite lines are matched with an exotic, or ancient, donor germplasm. The F1 progeny are backcrossed several times and rapidly screened for advantageous QTL's. Tanksley's approach is to develop QTL isogenic lines for rapid map-based plant breeding.

Marker facilitated QTL manipulation has been successfully used to transfer traits between elite maize lines as reported by Charles Stuber, North Carolina State University. The marker assisted backcrossing was used in a complex breeding program which greatly accelerated the development of a new hybrid line. The two highest yielding hybrids afforded an improvement of 1.7 to 1.9 ton/hectare.

A Tree Fruit Workshop, organized for the first time at the conference, also announced accelerated breeding. Norman Weeden, Cornell University, reported that high heterozygosity, characteristic of the apple genomes and related species within the *Rosaceae* family, permits genetic analysis of isolated genes approximately nine months after making a cross between two varieties. This technique can accelerate breeding by 5 to 15 years while reducing costs. Future breeding goals aim to develop cultivars with improved fruit quality and insect and disease resistance.

Maps with over 200 segregation markers for several major apple cultivars have already been completed. Weeden indicated that molecular techniques, such as RAPD and RFLP markers and bulk segregant analysis, are being incorporated into the apple breeding program at Cornell. Genes encoding fruit color and size, columnar growth habit, bud break, scab and powdery mildew resistance, and aphid resistance have recently been isolated.

The USDA plant genome mapping program has expanded its mapping efforts from a few species initially to over 45 species. Genome mapping activities in citrus, peaches, almond, cherry, and grapes by US institutions and the European Community were presented and discussed. Several laboratories reported on the isolation of molecular markers for nematode resistance. Identification of molecular markers near the nematode resistance gene(s) and generation of high-density maps in this region will enable scientists to develop new resistant plant cultivars.

### Comparative Mapping

Tim Helentjaris, Pioneer Hi-Bred International, Inc., presented some new insights into the evolutionary origins and the duplication of large segments of chromosome within the maize genome. He described how comparative mapping is distinguishing between alternative hypotheses of duplication: internal duplication with subsequent rearrangement or fusion of two distinctive genomes. The development of comparative maps for individual species is allowing scientists to pool genetic information from related crop species and is increasing the efficiency of molecular-marker and gene-isolation technologies applied to crop improvement.

Comparative mapping applied to divergent taxa and to divergent chromosomes within a particular taxon can provide a better understanding of the evolution of a phenotype. Andrew Paterson, Texas A & M University, showed that comparative mapping provides an opportunity to use chromosomal rearrangements as phylogenetic tools. A comparative approach to this problem will increase the number of available markers in any grass crop and will be useful for construction of a framework map of conserved regions in the genomes of the *Gramineae* family. Mark Sorrells, Cornell University, identified 150 anchor probes that hybridize to most of the targeted genomes; many of these probes were mapped in at least five species of the *Gramineae* family. Katrien Devos, John Innes Center, Norwich, UK, showed the comparative maps of



photo: J. Swab

Susan McCarthy

wheat, barley, and rye, and concluded that arrangement of genes along the chromosomes of those cereal species is remarkably conserved. Devos predicts, on the basis of current data, that grass comparative genetics will use rice as the pivotal genome.

Comparative mapping is bringing together scientists who would otherwise have little in common: an international cross-species collaboration has been proposed for the *Gramineae*. The effort is being spear-headed by Jeff Bennetzen, Purdue University, and Mike Gale, John Innes Institute, Norwich, UK. The International Grass Genome Integration (IGGI) Program will use rice as the central genome for comparative mapping. Anchor probes will link genomes to map across species. Anchor probes are currently available for wheat vs. rice comparisons. Significant progress in identifying genes and rapidly transferring biochemical and physiological information is expected when mutants are mapped.

### Mapping of Legume Genomes

At the legume workshop, Gary Kochert, University of Georgia, compared the genomes of peanut and soybean. Several probes were tested in genomic blots of pea, alfalfa, soybean,

and peanut for their usefulness in comparative mapping. Comparative mapping, Kochert said, will provide new and useful tools to locate genes for valuable agronomic traits. Norman Weeden, Cornell University, reported considerable conservation of gene linkage of the agriculturally important pea subfamily. Detailed genetic maps consisting of hundreds of molecular markers are needed for positional cloning of genes and map-assisted breeding approaches. Peter Gresshoff, University of Tennessee, showed the usefulness of DNA amplification fingerprinting (DAF) in the generation of appropriate markers; DAF technique results in highly reproducible DAF profiles in soybean.

### Graphical Representation QTLs

The Maize Workshop focused on the theme of reporting, displaying, and utilizing complex data from quantitative trait loci (QTL) studies. Ed Coe, USDA, Columbia, Missouri, commented on the crucial importance of integrating quantitative trait information with molecular genetic data in working toward the goal of understanding the structure and function of the maize genome, and applying this information. Diego Gonzalez de Leon, CIMMYT, Mexico, showed methods for concise graphic representation of QTL results across different traits and environments. When using QTL data in marker-assisted selection (MAS) at CIMMYT, Gonzalez' group takes into account the size and effects of QTL regions, as well as economic thresholds that must be targeted.

Mathilde Causse, INRA, France, explained research underway in her unit on using QTL methodology to understand early growth, carbon metabolism, drought tolerance, and variation in protein quantities in maize. She explained her location's in-house database, which has numerous options for managing and visualizing QTL data. Clare Nelson, Cornell University, demonstrated QGENE, a software package he developed for analyzing and viewing QTL data and for applying such data to MAS. Pat Byrne, USDA, Columbia, Missouri, provided an on-line demonstration of accessing and searching

QTL information in USDA's Maize Genome Database.

### Mapping and Tagging Genes

A workshop on mapping and tagging abiotic stress genes, including drought resistance, water stress, high temperature, winter hardiness, and salinity tolerance identified the genetic complexity of these traits and the laborious mission of traditional plant breeding. Henry Nguyen, John Mullet, and their colleagues, Texas Tech and Texas A&M Universities, have tagged the stay green gene, a post-flowering drought resistant QTL in grain sorghum by using molecular markers. Three major regions on the chromosome have been found to control the stay green trait in different environments. The trait is also linked to enhanced NADP reducing power, higher chlorophyll content, and increased NADP malic enzyme activity. In addition to relieving drought stress in sorghum, the stay green gene may have application in improving turf grasses.

### Inventory of Expressed Genes in Plants

The *Arabidopsis* Sequencing Project, Michigan State University, is generating approximately 1000 expressed sequence tags (ESTs) per month. These EST's provide not only a new source of very useful molecular markers but cDNAs also can be used to constitute a genetic map of expressed genes. Anonymous cDNA clones randomly selected from cDNA libraries from roots, etiolated seedlings, leaves, stems, and flowering structures and from various developmental stages were sequenced. Thomas Newman, Michigan State University, reported that approximately 35% of the ESTs show significant similarities to previously characterized genes from plant and non-plant organisms included in the public databases.

The use of EST technology permits the rapid identification of new coding regions in plant genes, especially those whose isolation would otherwise be difficult or impossible. Plant biologists can directly use knowledge about proteins and genes from nonplant sources.

Newman expects that tens of thousands of *Arabidopsis* ESTs will be deposited in the public databases during the next several years. Marc van Montagu of University of Gent, Belgium, announced the addition of 4500 ESTs to the public databases by the European consortium through November 1994. In addition to the *Arabidopsis* program, the Japanese Rice Genome Program, Tsukuba, Japan, has developed rice libraries from calli, roots, green shoots, and developing seeds, and have generated approximately 20,000 analyzed cDNA's. Craig Venter, The Institute for Genome Research (TIGR), USA, presented results of sequencing ESTs from human cDNA libraries as an approach to quickly finding new genes. This strategy results in a tripling in the rate of identifying new genes in both human and plant species. TIGR scientists are currently sequencing approximately a half million base pairs of DNA per day and expect to analyze 35,000 new ESTs by the end of 1995. The Expressed Gene Anatomy Database (EGAD) was developed to integrate DNA sequences and mapping data with corollary biological information such as gene expression, biochemical function, or cellular role.

### Plant Gene Nomenclature

Ellen Reardon and Carl Price, Rutgers University, organized a workshop focusing on the challenges in collection, collation, and dissemination of nomenclature for sequenced plant genes. Nomenclature of genes across the plant kingdom is based primarily on the function of the gene products, and secondarily on sequence similarity. Brian Smith-White, Michigan State University, related that the application of appropriate nomenclature to related sequences provides the framework for bringing order out of chaos. Smith-White's shibboleth in applying new terminology is "be conservative." Copies of genes encoding proteins of similar function exist in organelles and in the nucleus of many plants. David Lonsdale, John Innes Institute, Norwich, UK, discussed the potential for problems replacing terms that no longer convey current understanding. Specifically, the replacement of nads

and ndhs with nuos in chloroplast, mitochondrial, or *E. coli* genomes offered an opportunity to establish common nomenclatures across multiple genomes.

Paul Staswick, University of Nebraska, associate editor of *Plant Physiology*, addressed the problem of converting gene designations to the common nomenclature in submitted publications. Authors would be encouraged to use the common nomenclature; but no

worthwhile paper would be rejected for failure to do so.

Finally, Doug Bigwood, NAL, USDA, Beltsville, Maryland, announced that CPGN databases are available on the World Wide Web at: <http://probe.nalusda.gov:8300.html>

An approved gene name can provide the springboard to identify the location of specific loci across the plant kingdom.

## NAL Produces Publication on South American Export Markets

The emerging export markets of South America are the subject of a new "special reference brief" produced by the Agricultural Trade and Marketing Information Center (ATMIC) of the National Agricultural Library.

"South America's Economic Development and Emerging Markets" contains a brief overview of the economies and international trading practices of eleven South American countries, lists of articles in the NAL collection on each country, and the addresses and telephone numbers of organizations involved in international trade in each country. The nations covered are Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Paraguay, Uruguay and Venezuela.

"We tried to put together information that would assist U.S. businesses interested in exporting to these countries," said Mary Lassanyi, ATMIC Coordinator. "The publication gives a good starting point for such businesses."

To obtain a copy of the special reference brief, send a self-addressed label with the request to:

Reference and User Services Branch  
Attn: Pubs Distribution, Room 111  
National Agricultural Library,  
USDA, ARS  
10301 Baltimore Boulevard  
Beltsville, Maryland 20705-2351

For additional information contact Mary Lassanyi at:

Telephone: (301) 504-5509  
TDD/TTY: (301) 504-6856  
FAX: (301) 504-6409  
Internet: [mlassanyi@nalusda.gov](mailto:mlassanyi@nalusda.gov)

Or write to:

Agricultural Trade and Marketing  
Information Center, Room 304  
National Agricultural Library,  
USDA, ARS  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351



## Animal Welfare Publication Updated/Reissued

The Animal Welfare Information Center (AWIC) of the National Agricultural Library has updated its popular publication on the use of animals in scientific research. *Essentials for Animal Research: A Primer for Research Personnel* was produced jointly by AWIC and the University of Illinois at Chicago and contains chapters on various animal welfare issues written by researchers and professors from the University.

"We developed the publication from a course outline of a University of Illinois at Chicago graduate course," said AWIC coordinator Jean Larson. "The publication is not intended to be an exhaustive treatise, but provides an introduction to the subject matter in a manner that will hopefully encourage additional reading."

Authors of the publication are Drs. B. Taylor Bennett, Marilyn J. Brown, and John C. Schofield. Issues the authors address include the care and use of research animals, alternatives to using animals in research, and regula-

tions covering research animals. The publication updates much of the information contained in the first edition of "Essentials of Animal Research," which AWIC released in 1991.

The text of the first edition of this publication is available at present on the Internet, and it will be replaced by the text of the second edition in the near future. [To access the text electronically, go to [gopher.nalusda.gov](http://gopher.nalusda.gov) and select NAL Information Centers followed by Animal Welfare Information Center and then follow menu leading to the publication.]

AWIC has a limited number of copies of the publication that it will make available on a first-come, first-served basis. To obtain a copy send a self-addressed label with the request to:

Animal Welfare Information Center,  
Fifth Floor  
National Agricultural Library,  
USDA, ARS  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

For additional information contact AWIC at:

Telephone: (301) 504-6212  
TDD/TTY: (301) 504-6856  
FAX: (301) 504-7125

e-mail/Internet: [awic@nalusda.gov](mailto:awic@nalusda.gov)



## Staff Update

### Blamberg Retires



photo: J. Swab

Donald Blamberg

After 20 years in the Federal government, Donald Blamberg, head of the Animal Sciences Section of NAL's Indexing Branch, retired at the end of December 1994. Blamberg had joined the NAL & Indexing staff in 1981 and was a section head for the past 3.5 years. Before coming to NAL, he had been a member of the Agricultural Research Service's National Technical Editing Staff from 1975-81.

Before coming to USDA, Blamberg, a specialist in animal and poultry sciences, had been on the research and teaching faculties of the University of Maine at Orono from 1966-75. There he was Assistant to the Director of the Agricultural Experiment Station and an Assistant Professor, teaching human nutrition. Blamberg earned his

B.S., M.S., and Ph.D. degrees at the University of Maryland, and did research in poultry science, particularly mineral nutrition and protein nutrition of poultry.

While Blamberg discussed his career with the interviewer for this article, he responded to a question about his most interesting research accomplishments: "I was part of the group that discovered the role of zinc in chick embryo bone formation—the parallel discovery in rats was not made till several years later." Asked about what he was going to do in retirement, he put his head back and laughed: "I'm not one of those who's going to be bored."

—Joseph N. Swab

### Forbes Retires

John Forbes began his library career at the University of Minnesota, where he obtained his master's degree in library science in 1957. He joined the staff of the National Agricultural Library (then "USDA Library" in Washington, DC) in August 1959, working for the Division of Bibliography, which at that time was responsible for producing the *Bibliography of Agriculture* and special subject bibliographies. He specialized in Russian language materials and indexing the forestry literature. In September 1964 he became the supervisor of the *Bibliography of Agriculture*, and continued in that position until 1969, moving with NAL to Beltsville.

Throughout the decade of the 1970's Forbes held administrative positions in technical services working with the then deputy director for Resource Development, Analysis Division (Cataloging and Indexing), and other



photo: J. Swab

John Forbes

units under names which changed in the course of several library reorganizations. Much of this work related to automation of cataloging and indexing functions and development of the NAL database, AGRICOLA. In the early 1980's he worked with the Field and Special Programs Staff and Office of the Director working with various networking programs, including regional document delivery and cooperative microfilming for preservation with the land-grant libraries, and coordinating NAL services to USDA field libraries in the Agricultural Research Service and the Forest Service.

In 1986 he moved to the Public Services Division, working in Reference, and became the head of Reference in 1991. In the Reference Section he indicated his principal concern was "providing enhanced information service to NAL users." He said of his career that he "enjoyed Reference the best."

When he retired, Forbes had served for 37 years in the government, two of it in the Army. A widower for several years, he has a grown daughter who also lives in the Washington area. In his leisure time he enjoys studying foreign languages and music, and plays the piano.

—Joseph N. Swab



photo: J. Swab

Wally Reeves (left) and some of the many NAL co-workers who attended his retirement celebration at a nearby restaurant.

## Reeves Retires

At the end of February 1995, Wallace Reeves retired after 35 years of employment in the government. He had served as a Library Technician in various National Agricultural Library public services units since 1968, performing duties related to document delivery and collection maintenance. When Reeves joined the staff, the library was still located in USDA's South Building on Independence Avenue where NAL still has its D.C. Reference Center. He quickly mastered his duties of retrieving requested materials, shelving new and returned publications, reading shelves, and organizing periodicals for binding, so that when the library moved to Beltsville, he was on the team that organized the new stacks.

Over the years Reeves has proved a very valuable staff member in keeping the stacks organized and in implementing several reorganizations. He led the teams that shifted the entire collection four times and carried out numerous smaller shifts to make space needed for parts of the collection growing faster than others, to accommodate a collection placed in storage at NAL by another agency's library, to eliminate a stack floor converted to office space, and to

accommodate the transfer of more than an entire floor of materials from the D.C. Branch, part of it to a new section of compact shelving. Reeves led the shifting of NAL's rare books and manuscripts collection on three occasions when the cage was moved or enlarged. He also led a team which moved the Arboretum library into temporary storage, and reshelfed the materials after installation of compact shelving. Reeves has also led teams that have collated materials for microfilming for preservation, and have set up new organization and storage for special collections of maps, seed trade catalogs, aerial photography, serials on newsprint, and oversized materials.

Because of his familiarity with the collections and special collections, Reeves was often called upon to search the collections to locate materials, remove surplus or decataloged materials, supervise shelf-reading, and monitor contractor performance when responsibility for basic shelving and retrieval had been contracted out. Other special assignments included a period retrieving materials from the stacks in the Library of Congress (LC), searching records at the National Register of Microforms Masters (at LC), and preparing periodicals for binding.

Prior to his NAL service, Reeves

had worked at the Department of Defense in the Army Map Service, the Defense Information Agency documents section, and the Army Surgeon General's Library where he performed duties related to both technical and public services.

In retirement Reeves plans to move to his home in West Virginia where his family resides, and to take up his new life of leisure being a mountaineer and raising cattle.

—Joseph N. Swab

## Warnick Retires



photo: J. Swab

Ed Warnick

On February 28, 1995, Ed Warnick retired from the National Agricultural Library where he had held a number of positions in the Information Systems Division. His recent work spanned the areas from network administration through serving as security officer for the library's databases and network. Until his retirement he had also served on a number of library committees, such as that working on implementing SGML in NAL's publishing in electronic and other media, and working on various special projects such as programming for CD products.

In October 1987, Warnick became the leader of the Production Unit in the Library Automation Branch, which is



photo: J. Swab

### Ed Warnick admires retirement T-shirt from NAL staff.

responsible for producing the AGRICOLA sale tapes. At that time he implemented the integration of indexing records from cooperating institutions into AGRICOLA. He also became responsible then for maintaining older systems used for indexing while phasing in indexing capabilities on what is now the ISIS system, and he continued working as a programmer with the library's Current Awareness Literature Service (CALIS).

Warnick joined the NAL staff as a programmer in 1979, but he was no stranger to library staff at that time, for he had worked in the NAL building as a programmer in the Agricultural Research Service's DSA and CDS/D units since 1970. He had begun working with the government as a clerk in 1966 after completing work at Catherman's Business College, and became a programmer in the ARS financial unit in 1968 after additional course work.

Warnick resides with his wife in Hyattsville, Maryland, but plans to move early in retirement to western Maryland. They have four children and two grandchildren. Ed has always enjoyed camping and fishing in his leisure time, and plans to enjoy them more in retirement.

— Joseph N. Swab

## Gilheany Retires

On February 28, 1995, Celine Gilheany retired after more than six years in the National Agricultural Library's administrative office. She had joined the NAL staff as the Library's Budget Analyst on December 1, 1988. In this position she was responsible for financial management of NAL accounts, setting up and managing reimbursable agreements from NAL to other agencies and vice versa, maintaining and tracking regular appropriations, and helping with the planning of salaries and operating expenses. At her retirement reception, she was especially commended by NAL Director Pamela André for having created an accounting system that enabled managers to know the exact status of funds at any given moment.



photo: J. Swab

### Celine Gilheany

Prior to joining the NAL staff, Gilheany performed similar duties as a budget analyst in administrative management of the Agricultural Research Service (ARS). She has a total of over 21 years in the government, working her way from clerk typist to secretary, to budget technician and budget analyst with ARS and

the Human Nutrition Service, and about 12 years in the private sector in a variety of positions.

Gilheany is married to John Gilheany, Professor and Department Chairman for Mechanical Engineering at Catholic University. The Gilheany's have nine children and eight grandchildren. When asked about special interests, she responded enthusiastically, "taking care of my grandchildren." Then she added that she likes travel, cooking, sports as a spectator, boating and fishing, sunning, and reading.

— Joseph N. Swab



photo: J. Swab

Pam André (L) presents Celine Gilheany with an award at her retirement party.



## New Bibliographies

The bibliographies in the *Quick Bibliography* series are primarily computerized online as batch bibliographies emanating from searches performed by the NAL Public Services Division Staff in response to customer requests. Searches are selected for inclusion based on the currency of the topic, interest among clientele, and probable value to a larger audience. Since October 1988, all *QB's* include search strategies. Unless otherwise specified, citations are from AGRICOLA.

The other bibliographic series, including *Special Reference Briefs*, have been researched and produced to meet special needs of clientele of the Library and its Information Centers. Revisions or updates will be announced when produced. Only one copy of a requested title will be sent; however, requesters may make copies. To request a copy of a *Quick Bibliography*, *Special Reference Brief*, or other bibliographic work, circle the desired title(s) below and send your request with a self-addressed label to:

Reference Branch, Room 100  
National Agricultural Library  
USDA, ARS  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

## Quick Bibliographies

**Q.B.—95-01.** Nonpoint-Source Pollution Issues, January 1990-November 1994. 196 citations; languages: none excluded. Prepared by Joe Makuch. Water Quality Information Center. January 1995.

**Q.B.—95-02.** Dairy Farm Manure Management, January 1988-November 1994. 129 citations; languages: none excluded. Prepared by Joe Makuch.

Water Quality Information Center. January 1995.

**Q.B.—95-03.** Acid Rain, January 1992-May 1994. 507 citations; languages: none excluded. Prepared by Karl Schneider. Reference and User Services Branch. January 1995. Updates Q.B. 92-24.

**Q.B.—95-04.** Plant Genome Analysis Techniques: Electroporation Methods and Applications, January 1991-September 1994. 193 citations in English. Prepared by Annette Colbert and Susan McCarthy. Plant Genome Data and Information Center. February 1995. Updates Q.B. 92-34.

**Q.B.—95-05.** Housing, Husbandry, and Welfare of Poultry, January 1992-January 1995. 232 citations; languages: none excluded. Prepared by Michael D. Kreger. Animal Welfare Information Center. February 1995. Updates Q.B. 94-15.

**Q.B.—95-06.** Housing, Husbandry, and Welfare of Swine, January 1991-January 1995. 306 citations; languages: none excluded. Prepared by Michael D. Kreger. Animal Welfare Information Center. February 1995. Updates Q.B. 94-14.

**Q.B.—95-07.** Biotechnology: Forestry and Forest Products, January 1992-January 1995. 157 citations in English. Prepared by Raymond Dobert and Robin Emrich. Biotechnology Information Center. February 1995. Updates Q.B. 93-18.

**Q.B.—95-08.** Training Materials for Animal Facility Personnel, January 1990-January 1995. 167 citations; languages: none excluded. Prepared by Michael D. Kreger. Animal Welfare Information Center. February 1995.

Updates Q.B. 94-17.

**Q.B.—95-09.** Riparian Zones and Filter Strips in Agricultural Operations, January 1988-January 1995. 176 citations; languages: none excluded. Prepared by Joe Makuch. Water Quality Information Center. February 1995. Updates Q.B. 93-32.

**Q.B.—95-10.** Regulating Water Quality: Policy, Standards and Laws, January 1993-January 1995. 127 citations; languages: none excluded. Prepared by Joe Makuch. Water Quality Information Center. February 1995. Updates Q.B. 93-31.

**Q.B.—95-11.** Mycorrhizae: Impacts on Production, June 1989-January 1995. 300 citations; languages: none excluded. Prepared by Karl Schneider. Reference and User Services Branch. March 1995.

**Q.B.—95-12.** Anesthesia and Analgesia for Companion and Laboratory Animals, January 1989-January 1995. 362 citations in English. Prepared by Tim Allen. Animal Welfare Information Center. March 1995. Updates Q.B. 94-18.

**Q.B.—95-13.** Anesthesia and Analgesia for Farm Animals, January 1989-January 1995. 400 citations in English. Prepared by Tim Allen. Animal Welfare Information Center. March 1995. Updates Q.B. 94-21.

**Q.B.—95-14.** Animal Models of Disease, January 1988-January 1995. 330 citations; languages: none excluded. Prepared by Tim Allen. Animal Welfare Information Center. March 1995. Updates Q.B. 94-19.

**Q.B.—95-15.** Housing, Husbandry, and Welfare of Dairy Cattle, January 1985-March 1995. 370 citations; languages: none excluded. Prepared by D'Anna J.B. Jensen. Animal Welfare Information Center. March 1995. Updates Q.B. 93-58.

**Q.B.—95-16.** Housing, Husbandry, and Welfare of Beef Cattle, January 1985-March 1995. 389 citations; languages: none excluded. Prepared by D'Anna J.B. Jensen. Animal Welfare

Information Center. March 1995. Updates Q.B. 93-07.

**Q.B.—95-17.** Laboratory Animal Facilities and Management, January 1985-March 1995. 541 citations; languages: none excluded. Prepared by D'Anna J.B. Jensen. Animal Welfare Information Center. March 1995. Updates Q.B. 92-58.

**Q.B.—95-18.** Animal Welfare Legislation, Regulations, and Guidelines, January 1990-January 1995. 244 citations; languages: none excluded. Prepared by Tim Allen. Animal Welfare Information Center. March 1995. Updates Q.B. 94-23.

### Special Reference Briefs

**SRB—95-01.** Organic Production: Recent Publications and Current Information Sources. Prepared by Mary V. Gold. Alternative Farming Systems Information Center. March 1995. 17p.

**SRB—95-02.** Sustainable Agriculture in Print: Current Books. Prepared by Alternative Farming Systems Information Center. March 1995. Updates SRB 94-06. 24p.

### Agri-Topics

**AT—95-01.** Precision Farming. Compiled by Bonnie Emmert, Jane Gates and Joe Makuch. Water Quality Information Center and Alternative Farming Information Center. December 1994. 13p.

### Rural Information Center Publication Series

**R.I.C.P.S.—36.** Historic Preservation Resources. Revised Edition. Compiled by Elinor R. Snow. Rural Information Center. December 1994. 32p.

**R.I.C.P.S.—38.** A Guide to Funding Resources. Revised Edition. Compiled by Melanie Gardner. Rural Information Center. December 1994. 42p.

**R.I.C.P.S.—39.** Farm Holidays and Ranch Vacations. Revised Edition. Compiled by Elinor R. Snow. Rural

Information Center. December 1994. 16p.

**R.I.C.P.S.—40.** Agricultural Safety and Health: A Resource Guide. Revised Edition. Compiled by Joy Zimmerman. Rural Information Center. January 1995. 66p.

### Miscellaneous

Educational and Training Opportunities in Sustainable Agriculture. 7th Edition. Compiled by Jane Potter Gates. December 1994. 39p.



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*Appita Journal.* Vol. 42(3), 1989.

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The following are in fair to poor condition:

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## Corrections

- In the July-September 1994 issue of *ALIN*, Vol. 20, Nos. 7-9, page 11, in the article on the "Inter-American Workshop on Agricultural Information," the photo caption at the top of the page should have read: "Jane Kinney Meyers (right) introduces Susan Benson ...." The editor has known Ms. Meyers for nearly 20 years, and supposedly has known left for over a half century. See photo below.



photo: J. Swab

Jane Kinney Meyers (right) introduces Susan Benson, who discussed opportunities and challenges in the Latin American information infrastructure.

- The editor regrets that in the October-December 1994 issue of *ALIN*, Vol. 20, Nos. 10-12, page 22, a formatting error lost part of the last sentence in the obituary for "Char Harre"; it should have read: Among survivors are four daughters and thirteen grandchildren, her parents, and three sisters.
- In the October-December 1994 issue of *ALIN*, Vol. 20, Nos. 10-12, the diagram referred to on page 2, column 1, in the "YDIC and CYFERNET Overview" article was not printed. The structure of CYFERNET has changed since the original diagram was developed, and a new diagram is not presently available. For additional information contact:  
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Internet: jkane@nalusda.gov

# Retirements



Photos: J. Swab

In recent months several persons have retired from NAL. (Above) At a party for Celine Gilheany, Jannette Shuford-Hall, covered with "rush" slips (left), and Marlene Taylor take part with several other staff members in a skit about what happens on the last day of a fiscal year. **For stories on retirees see pages 24-26 of this issue of ALIN.**

(Above right) Among those honoring Alan Fusonie at his retirement party was John Sherrod, former NAL Director. A story on Alan Fusonie will appear in the next issue of ALIN.

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AWIC and ATMIC Publications; p. 23  
Staff Update, pp. 24-26, 32  
New Bibliographies, pp. 27-28  
Publications Exchange, pp. 28-29  
New Serials, pp. 29-31  
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